

NCAC
By whom?
H.P.A.

Golden Rules for Union Members

The following Golden Rules for Union Members, if followed, will give you the greatest amount of dividends from your organization.

1. Read and abide by these By-Laws.
2. Know the current scale of wages and working conditions, and assist in the enforcement of the Union Contract.
3. Keep your Union Card in your possession at all times.
4. Pay your dues in advance, so that you are entitled to all benefits and privileges.
5. Attend the meetings of your Union. The Union is what YOU make it.
6. Give your full cooperation to the Officers and Field Representatives. They can protect you just as far as you are willing to help them protect you, and not more. Remember the Union is YOU.
7. Report all violations of these By-Laws or wage scales and working conditions of this Union to the Union representative; do not protect the chiseler by closing your eyes; they are shooting you in the back and will eventually rob you of your job and all you have fought for and gained in higher wages and better working conditions, if you give them a chance.
8. Report all non-union jobs to the Union and assist the Union in organizing these jobs in order to promote and maintain higher wages and better working conditions for you and your fellow members.
9. Report immediately to the office of the Union as soon as you quit or are fired from a job, and also report to the office when you start a new job.
10. On your job, do a good job. Be a credit to yourself and to your Union.
11. In the event you transfer to another area notify the Local from which you are leaving before you leave; upon your arrival in the other area, immediately report in to the Local there.
12. Drinking on any job is the fastest way to lose it, and coming to work with a hangover, the next fastest.
13. Take a withdrawal Card, if you quit work at our craft. It will entitle you to reinstate at a small fee.
14. Never cross a picket line where workers are making a demand for just compensation ~~or~~ of their labor.
for
15. Tell your friends and neighbors and relatives the advantages of being a member of organized labor. Remember YOU are the Union.

16. From now on, patronize only Union concerns. Buy Union Label goods wherever possible. By helping other Unions, we help ourselves.

17. Be a real, loyal Union member; help make the Union better and stronger, help organize the unorganized. . . . A chain is no stronger than it's weakest link.

BY-LAWS INDEX

Preamble

Name

Aims and Objects

B Y - L A W S
of
AGRICULTURAL WORKERS ORGANIZING COMMITTEE
Northern California Area Council
LOCAL NO.

Preamble

We agricultural workers have adapted this statement of principles to clear the air of confusion and misunderstanding; to clarify for our friends and enemies alike what we are working toward, how and why.

ARTICLE 1. Our goals are nothing more and nothing less than the things all people are entitled to: an adequate income; decent working conditions; opportunities for ourselves and our children; legal protections; respect, justice, dignity, self-determination, and freedom.

ARTICLE 2. We are organizing a farm workers' union because we are convinced a union is the only way we will be able to achieve these goals.

ARTICLE 3. By "organizing", we mean that we are building a group of men and women who know and respect each other, and work together effectively on the problems they have in common.

ARTICLE 4. By "farm worker", we mean anyone who works for wages on a farm or ranch. Our union will show no favoritism toward workers in any particular class of activities or crops.

ARTICLE 5. Our union will insist on equal rights at all times for all agricultural workers, regardless of race, culture, language, religion, sex, age or citizenship.

ARTICLE 6. We are striving for union democracy. A union is an expression of the will of its members, not its officers. Our members shall not only be permitted, but encouraged to express their ideas freely on all issues affecting the union. Minority opinion will be preserved and protected. All major decisions shall be checked with the membership. Whenever possible, such decisions -- including elections -- shall involve a choice between meaningful alternatives.

ARTICLE 7. Our union will be honest and open, and will have all the integrity we can build into it. It must earn and continually re-earn the confidence and trust of its and the general public.

ARTICLE 8. We believe our methods of union-building are as important as our goals. We shall use methods to build our union which are consistent with our ideals of democracy, justice, freedom and dignity.

ARTICLE 9. In the initial stages of building our union, we need the help of other unions. But we are not children; we are not incompetent; we are not irresponsible. Eventually farm workers will be organized by their fellow farm workers. Farm workers deserve a union of their own, and are capable of guiding and sustaining it. As the largest ~~industrial~~ group of industrial workers in the nation, we are not willing to lose our identity any more than the automobile workers or steel workers are willing to lose theirs.

ARTICLE 10. We shall ~~be~~ gratefully accept assistance, in whatever form, from any group or individual -- if such assistance is based on an understanding of, and in agreement with, our principles. We do not desire support of those whose principles conflict with ours. We shall not cooperate if such groups as the following attempt to infiltrate or subvert the farm labor movement:

- a. Those with a history of dishonesty in financial affairs.
- b. Those which would divide farm workers, one against another, along lines of crops, area, skill, etc.
- c. Those whose organizing methods are anti-democratic: involving "sweetheart" contracts, and the likes.
- d. Those which encourage the use of terror and violence.
- e. Those which practice racial or other discrimination.
- f. Those which support totalitarianism, of whatever type, in whatever place.
- g. Those which are interested primarily in ~~expanding~~ a labor empire.

CONCLUSION: We issue this statement of principles knowing what the consequences may be. We do so because we believe passionately in a union of farm workers, by farm workers, and for farm workers. We would rather continue working for such a goal, slowly and painfully, than have the wrong kind of union created by the wrong methods overnight.

THEREFORE, with these principles and determinations, WE, the members of the Agricultural Workers _____, Local No. _____, of Stockton, California, do declare, enact and establish the following BY-LAWS for future government.

NAME

This organization shall be known as the "Agricultural Workers _____, Local No. _____, of Stockton, California," affiliated with the San Joaquin Central Labor Council, the State Federation of Labor, the Northern California Area Council-Agricultural Workers ~~Industrial~~ Organizing Committee, and the American Federation of Labor and Congress of Industrial Organizations.

AIMS AND OBJECTS

The purpose of this organization shall be to organize all agricultural workers under its jurisdiction, to establish and maintain an equitable scale of wages; to elevate their morale, social and intellectual standing; to guard their financial interests and promote

their general welfare; its cardinal principles, truth, justice and morality; to secure employment for it's members members and to uphold the dignity of Labor.

ARTICLE I

Membership

Section 1. The membership of this organization shall be composed of an unlimited number of Agricultural workers who acknowledge the jurisdiction and are subject to the laws and management of this organization.

Section 2. Only such persons as are bona-fide craftsmen and employed in the industry shall be eligible to membership in this organization.

Section 3. All applicants shall be required to fill out an Application Card furnished by the Union, with all questions answered truthfully. Said application to be accompanied by the initiation fee.

Section 4. Any person securing admission to membership in this Union through false representation, shall after investigation, be expelled from membership.

Section 5. All newly initiated or reinstated members are probationary members for one (1) year.

Section 6. Every applicant or member not a citizen by birth or by naturalization, shall make declaration of intentions to become a citizen and must perfect their naturalization within the time allotted by the law. Failure to perfect citizenship is subject to cancellation of membership.

Section 7.

ARTICLE II

Revenues

Section 1. The revenues of this non-profit organization shall be initiation fees, monthly dues, assessments, fines, receipts of fund raising drives, and donations.

Section 2. The initiation fee shall be _____ (\$.) Dollars. The initiation fee shall include dues only for the month in which application was made started. If payment of initiation fees are not completed within _____ () days, said fee shall be forfeited and it shall become the property of the Local Union.

Section 3.

Section 3. Dues shall not be accepted until all fines and/or assessments are paid.

Section 4. All dues and assessments are due and payable in the Union office on or before the _____() day of each month, but may be paid to those persons authorized to receive same by the Union, however, members shall and must be given an official Union receipt for

any and all monies collected from them on behalf of the Union, regardless of the amount. Said receipt must be signed by the person accepting the money; furthermore any person collecting revenues on behalf of this Union must produce his or her written authorization of same upon the request of any member.

Section 5. Reinstatement in this Union shall be all back dues and assessments, plus a _____ (\$.) Dollar reinstatement fee. Provided, however, that no member shall be required to more than _____ () months arrearage in dues, plus all assessments owing at the time of suspension.

Section 6. In case of loss of "Membership Card", "Transfer Card", or "Withdrawal Card" a fee of _____ () Cents will be charged for the issuance of a duplicate.

Section 7. The rates of dues, initiation fees, and/or assessments shall not be increased and no special or general assessment shall be levied unless (1) reasonable notice of intent to vote on the increase and/or assessment is given to the membership and (2) said increase and/or assessment is approved by a majority vote, by secret ballot, of the members in good standing voting at a special or general ~~meeting~~ meeting.

ARTICLE III

Meetings

Section 1. Regular meetings of this Union shall be as recommended by the Executive Committee and approved by the membership.

Section 2. Special meetings of this Union may be called by the President and all members must be notified by mail. It shall be mandatory on the President to call special meeting upon the signed request of _____ () members of this Union in good standing, and only such business as is specified in the call shall be transacted at a special meeting, and no funds shall be appropriated at a special meeting.

Section 3. No member shall have the privilege of debate or the right to vote on any question or subject until all dues, fines and/or assessments are paid.

ARTICLE IV

Officers of this Union

Section 1. The elected officers of this Union shall be the President, Vice President, Secretary-Treasurer, _____ () Field Representatives, Recording Secretary, and Three (3) Trustees. The first three (3) named officers and _____ () elected Executive Committee members shall constitute the Local Executive Committee.

Section 2. The _____, _____ and _____ shall be full time salaried officers.

Section 3. Vacancies in salaried offices shall be filled by a secret ballot election conducted in accordance with applicable federal laws.

Section 4. Vacancies in non-salaried offices shall be filled by appointment by the President and approval of the membership.

Sec

ARTICLE V

President

Section 1. The President shall be the Executive Officer of the Union. He shall preside at all meetings or call upon the Vice President to do so. He shall be a member ex-officio of all boards and committees. He shall, during the deliberations of all regular and special meetings, preserve order and decorum; and after due warnings have offending members ejected from the meetings. He shall report any neglect of duty or carelessness on the part of any official of this Union and shall bring before the meeting any such alleged offenses.

Section 2. He shall sign all documents required by this Local for the protection and welfare of its members. He shall appoint the majority of all committees and shall be a member ~~ex-officio~~ of the Executive Committee and he shall be a delegate to all conventions to which the Union votes to send delegates.

Section 3. He shall perform the duties of a Field Representative in the field and assist in organizing and negotiating new contracts and will act as mediator in all disputes between the employees and employer.

ARTICLE VI

Vice-President

Section 1. The duties of the Vice President shall be to assist the President in the preservation of order and decorum in the meetings. The Vice-President shall preside in the absence of the President. He shall appoint the minority of all committees. He shall be a member ex-officio of all committees, except trial committees, and shall be a member of the Executive Committee.

ARTICLE VII

Secretary-Treasurer

Section 1. The Secretary-Treasurer shall receive all moneys for the Local from any source and make disbursements as provided herein. He shall have custody of the Local seal and attend the meetings of the ~~Local~~ Union and be a member of the Executive Committee and give a fair and accurate account of the Local's property may be in his possession and any other information concerning the Local's affairs that may be asked for by ~~him~~ the Executive Committee and the Local and he shall be a delegate to all conventions to which the Local Union votes to send delegates.

Section 2. He shall deposit all revenue of Local _____ in a bank designated by the Executive Committee in the name of "_____, Local _____.
A petty cash fund in an amount to be determined by the Execu-

tive Committee shall be maintained. Expenditures from the petty cash fund shall be made by the Secretary-Treasurer and properly recorded in a petty cash journal. Withdrawals of money from the Local's bank account for the petty cash fund shall be approved by the Executive Committee.

Section 3. Disbursements shall be made by check. Checks shall be signed by the Secretary-Treasurer and countersigned by the President of the Local. Bills of less than Five (\$5.00) Dollars may be submitted under incidental expenses, provided no more than one bill may be payable to one firm at any ~~time~~ one time.

Section 4. He shall submit monthly a report of the expenditures and receipts and post a copy of the same on the bulletin board.

Section 5. He shall keep or cause to be kept a complete and perfect set of books in a manner that they will show all the business and business transactions of this Union, its debts, liabilities and assets, present and contingent, and he shall deliver a balance sheet to read at each ~~meeting~~ regular meeting.

Section 6. He shall be in full charge of the Local office and shall have supervision over all employees of the Union. He shall, with the approval of the Executive Committee, have authority to hire office personnel who shall be under the direct supervision of the Secretary.

The Secretary-Treasurer with the approval of the Executive Committee, shall appoint the necessary number of assistants to carry on the official business of the Local. They shall receive remuneration for their services as recommended by the Executive Committee and approved by the membership. Assistance who prove incompetent or neglect the duties assigned to them, may be suspended from their positions by the Secretary-Treasurer, pending the action of the Executive Committee.

Section 7. He shall have his books ready for auditing by a certified accountant each _____()_____.

Section 8. He shall report orally or in writing to each regular meeting what has ~~happened~~ been accomplished in the area, the ranches visited and the conditions in general. He shall report to the Executive Committee all grievances between Employers and Employees that he cannot adjust satisfactorily to all parties concerned.

ARTICLE VIII

Field Representatives

Section 1. Field Representatives shall check in all monies _____ except Sundays and Holidays, to the Union office. They shall be exempt from duty on all Election days of Local _____. They shall devote ~~vote~~ all of their time and attention to the business of this Local to the exclusion of all other business. They shall attend the meetings of the Local and the Local Executive Committee, unless engaged on other ~~authorized~~ business authorized by the Union.

Section 2. They report to the Executive Committee if requested. They shall make a report at the General Meeting. They shall work under the direct supervision of the Secretary-Treasurer and shall perform such duties as the Local and the Local Executive Committee may direct.

Section 3. It shall be the duty of the Field Representatives to see that all wage scales and agreements are strictly enforced.

Section 4. It shall be the duty of the Field Representative to see to it that these laws are lived up to and it is their duty to take proper action when any violation comes to their attention in the field.

ARTICLE IX

Recording Secretary

Section 1. The duties of the Recording Secretary shall be to read the Minutes of the previous meeting and keep ~~in~~ a correct account of each meeting of the Union.

Inspector

Section 2. He shall take the password at the opening of the meeting and report to the President. He shall guard the inner door and shall admit no person without the password unless authorized to do so by the President. He shall have charge of all candidates for initiation and perform such duties as are imposed by the ritual.

ARTICLE X

Executive Committee

Section 1. Between meetings of the Union the Executive Committee shall be the governing body of the Union and have complete authority as may be exercised by the Union under these By-Laws. ~~XIV~~ _____ () members shall constitute a quorum. The Committee shall meet at the headquarters of the Union every _____ at _____ P.M. The President shall be the Chairman and the Secretary-Treasurer shall be the Secretary of the Committee.

Section 2. All expenditures of Local _____ shall be approved by the Executive Committee. ~~All expenditures~~.

Section 3. Special Meetings of the Executive Committee may be called any time the President or Chairman may deem necessary, and all members ~~must be notified~~ of the committee must be notified.

Section 4. Any member notified to appear at a meeting of the Executive Committee shall be punished as the Union may determine for failure to appear.

Section 5. Leases, insurance, taxes, bonding of officers, repairing of fixtures and all matters pertaining thereto shall first be acted upon by the Executive Committee before being submitted to the Local for final action.

Section 6. Any member ~~fix~~ of the Executive Committee, or officer of this Union, absenting themselves from three (3) consecutive meetings shall have their seats declared vacant and the vacancies filled in accordance with Article ___, Sections ___ and ___ of these By-Laws, unless absent for justifiable reason.

Section 7. All wages, salary, compensation and expense allowance paid to officers, employees, committees, delegates and shop stewards and vacations granted to employees shall be ~~not~~ determined by a recommendation of the Executive Committee and approval of a regular meeting. All vacations granted must be taken during term of officer and shall not be taken during the busy harvest season.

Section 8. The Executive Committee shall have authority to establish special reduced initiation fees or special reduced reinstatement fees for suspended members of Local ___ whenever the Local is engaged in an organizing campaign.

Section 9. The Executive Committee is empowered, upon joint recommendation, of the President and Secretary-Treasurer, to hire organizers, when it is deemed necessary to carry on the functions of the Local.

ARTICLE XII

Trustees

Section 1. The Board of Trustees shall audit or cause to be audited, the books of the Secretary-Treasurer monthly and report the condition thereof to the membership. They shall verify any audits required by the Local.

Section 2. The Trustees shall custodians in law of all properties owned by this Local and they shall submit an itemized statement and inventory of all properties owned by the Local before retiring from office.

ARTICLE XIII

Delegates

Section 1. Delegates shall attend the meetings of the bodies to which they have been elected and they shall carry out the instructions of this Local. They shall report the proceedings of such meetings at the regular sessions of the Local. Delegates failing to attend for three (3) consecutive meetings shall forfeit their seat, unless reasonable excuse is presented and accepted by the Local.

Section 2. The election of all delegates shall be conducted by secret ballot. The procedures and requirements pertaining to the election of officers shall apply equally to the election of delegates and alternates.

Section 3. In all elections of delegates to conventions, the President and Secretary shall mail a notice of the date of nominations and the time, date, and place of the election to each member in good standing at his last known address. This notice shall be sent not less than fifteen (15) days prior to the date of nominations.

Section 4. Officers of this Local who are also delegates to conventions and affiliated bodies by virtue of their office shall have that fact clearly stated on the ballot at the time of their election to their respective office.

ARTICLE XIV

Nominations and Elections

Section 1. Nomination of officers and delegates shall be held in Stockton on the _____()_____ at _____
(. M.) and on the _____()*** at _____
(. M.) in _____ 196_____ and every _____()_____ years thereafter.

in good standing

Section 2. Each member/shall be notified by mail at his or her last known address of the offices to be filled, the time, date, ~~and~~ place and manner of submitting nominations, and the time, date, and place of the election, which election shall ~~not~~ be held not less than fifteen (15) days from the giving of notice.

Section 3. Installation of officers shall be at the first regular meeting following the election.

Section 4. No member shall accept nomination to any office until he or she produces valid proof of citizenship. The following documents shall be deemed as valid proof: Birth Certificat; Naturalization Papers; Certificate from Registrar of Voters.

Section 5. All candidates for office must be present when nominated and sign a non-communist affidavit.

Section 6. Election of officers shall be in Stockton, at Union headquarters, on the _____()_____ of _____
196_____, and every _____()_____ years thereafter.

Section 7. The election shall be by secret ballot. Polls shall open from _____ A.M. to _____ P.M. Candidates receiving the highest number of votes shall be declared elected.

Section 8. Names on the ballot shall be in alphabetical order for each office.

Section 9. The Secretary of the Local shall preserve for one (1) year the ballots and other records pertaining to the election. The votes cast by the members shall be counted and the results published seperately.

Section 10. At the first nomination meeting an Election Committee of _____()_____ shall be elected to rule on the eligibility of candidates in accordance with these By-Laws and to conduct the election. Candidates must appear before the Election Committee for investigation. The Election Committee shall keep its report and submit same to ~~the~~ to the ballot committee.

Section 11. The Election Committee and the workers at the polls must be members in good standing of Local No. _____. No outside workers will be allowed in the polling place during voting hours.

Section 12. All candidates must remain outside the polling place during voting hours and be allowed to enter only for the purpose of casting his or her vote.

Section 13. Any candidate may have an observer at the polls, provided said observer does not hinder or interfere in ~~anyxxixxxxx~~ any way with the Election Committee in the performance of their duties in this capacity or with the members as they vote; and there shall be no campaigning inside the polling place by anyone during voting hours.

Section 14. Voting will be by membership card only, and only those members in good standing will be permitted to vote. The Election Committee shall register all member prior to voting.
~~SAKXXWMXXX.~~

Section 15. If a member elected to office fails to present themselves for installation for two (2) consecutive meetings, ~~xxxm~~ after being duly notified (unless excused), their seat shall be declared vacant and the vacancy filled in accordance with Article _____, Section _____ and/or _____, of these By-Laws.

Section 16. Officers shall be elected for a term of _____ () years.

ARTICLE XV

Resignations and Removals

Section 1.